Author Index

HUMAN RESOURCE MANAGEMENT

Volume 41

No. 1 is Spring 2002
No. 2 is Summer 2002
No. 3 is Fall 2002
No. 4 is Winter 2002

Altman, Yochanan, and Baruch, Yehuda. Expatriation and Repatriation in MNCs: A Taxonomy, No. 2, 239–259

Atwater, Leanne E., Waldman, David A., and Brett, Joan F. Understanding and Optimizing Multisource Feedback, No. 2, 193–208

Baldwin, Timothy T., Rubin, Robert S., and Bommer, William H. Using Extracurricular Activity as an Indicator of Interpersonal Skill: Prudent Evaluation or Recruiting Malpractice, No. 4, 441–454

Baruch, Yehuda, and Altman, Yochanan. Expatriation and Repatriation in MNCs: A Taxonomy, No. 2, 239–259

Beach, Mary Ellen, Caldwell, Jacqueline A., LaPolice, Christelle, and Schay, Brigitte W. Using Standardized Outcome Measures in the Federal Government, No. 3, 355–368

Bommer, William H., Baldwin, Timothy T., and Rubin, Robert S. Using Extracurricular Activity as an Indicator of Interpersonal Skill: Prudent Evaluation or Recruiting Malpractice, No. 4, 441–454

Bowen, David E., Galang, Carmen, and Pillai, Rajnandini. The Role of Human Resource Management: An Exploratory Study of Cross-Country Variance, No. 1, 103–122

Brett, Joan F., Atwater, Leanne E., and Waldman, David A. Understanding and Optimizing Multisource Feedback, No. 2, 193–208

Bright, Andrea, Gregory, Donna, Gowing, Marilyn K., Rodriguez, Donna, and Patel, Rita. Developing Competency Models to Promote Integrated Human Resource Practices, No. 3, 309–324

Brown, Kenneth G., Rynes, Sara L., and Colbert, Amy E. HR Professionals' Beliefs about Effective Human Resource Practices: Correspondence between Research and Practice, No. 2, 149–174

Buck, Michelle L., Leiba-O'Sullivan, Sharon, Lee, Mary Dean, MacDermid, Shelley M., and Williams, Margaret L. Contextual Factors in the Success of Reduced-Load Work Arrangements among Managers and Professionals, No. 2, 209–223

Buckley, Timothy, Schay, Brigitte W., and Muldrow, Tressie Wright. Creating High-Performance Organizations in the Public Sector, No. 3, 341–354

Caldwell, Jacqueline A., LaPolice, Christelle, Schay, Brigitte W., and Beach, Mary Ellen. Using Standardized Outcome Measures in the Federal Government, No. 3, 355–368

Chang, Eunmi. Distributive Justice and Organizational Commitment Revisited: Moderation by Layoff in the Case of Korean Employees, No. 2, 261–270

Colbert, Amy E., Brown, Kenneth G., and Rynes, Sara L. HR Professionals'

(continued)

Beliefs about Effective Human Resource Practices: Correspondence between Research and Practice, No. 2, 149–174

Coyle-Shapiro, Jacqueline A-M., Morrow, Paula C., Richardson, Ray, and Dunn, Stephen R. Using Profit Sharing to Enhance Employee Attitudes: A Longitudinal Examination of the Effects on Trust and Commitment, No. 4, 423–439

De Cieri, Helen, Dowling, Peter J., Lowe, Kevin B., and Milliman, John. International Compensation Practices: A Ten-Country Comparative Analysis, No. 1, 45–66

De Cieri, Helen, Milliman, John, Nason, Stephen, and Zhu, Cherrie. An Exploratory Assessment of the Purposes of Performance Appraisals in North and Central America and the Pacific Rim, No. 1, 87–102

Dowling, Peter J., Lowe, Kevin B., Milliman, John, and De Cieri, Helen. International Compensation Practices: A Ten-Country Comparative Analysis, No. 1, 45–66

Drost, Ellen A., Frayne, Colette A., Lowe, Kevin B., and Geringer, J. Michael. Benchmarking Training and Development Practices: A Multi-Country Comparative Analysis, No. 1, 67–86

Drost, Ellen A., Teagarden, Mary B., and Von Glinow, Mary Ann. Converging on IHRM Best Practices: Lessons Learned from a Globally Distributed Consortium on Theory and Practice, No. 1, 123–140

Dunn, Stephen R., Coyle-Shapiro, Jacqueline A-M., Morrow, Paula C., and Richardson, Ray. Using Profit Sharing to Enhance Employee Attitudes: A Longitudinal Examination of the Effects on Trust and Commitment, No. 4, 423–439

Feldman, Daniel C., and Klaas, Brian S. Internet Job Hunting: A Field Study of Applicant Experiences with On-Line Recruiting, No. 2, 175–192

Fischer, Heinz, and Mittorp, Klaus D. How HR Measures Support Risk Management: The Deutsche Bank Example, No. 4, 477–490

Frayne, Colette A., Lowe, Kevin B., Geringer, J. Michael, and Drost, Ellen A. Benchmarking Training and Development Practices: A Multi-Country Comparative Analysis, No. 1, 67–86

Frayne, Colette A., Milliman, John F., and Geringer, J. Michael. In Search of "Best Practices" in International Human Resource Management: Research Design and Methodology, No. 1, 5–30

Freeman, Stephen E., O'Leary, Brian S., Lindholm, Mary Lou, and Whitford, Richard A. Selecting the Best and Brightest: Leveraging Human Capital, No. 3, 325–340

Friedman, Ray, and Holtom, Brooks. The Effects of Network Groups on Minority Employee Turnover Intentions, No. 4, 405–421

Galang, Carmen, Pillai, Rajnandini, and Bowen, David E. The Role of Human Resource Management: An Exploratory Study of Cross-Country Variance, No. 1, 103–122

Gardner, Timothy M. In the Trenches at the Talent Wars: Competitive Interaction for Scarce Human Resources, No. 2, 225–237

Geringer, J. Michael, Drost, Ellen A., Frayne, Colette A., and Lowe, Kevin B. Benchmarking Training and Development Practices: A Multi-Country Comparative Analysis, No. 1, 67–86

Geringer, J. Michael, Frayne, Colette A., and Milliman, John F. In Search of "Best Practices" in International Human Resource Management: Research Design and Methodology, No. 1, 5–30

Gowing, Marilyn K., and Lindholm, Mary Lou. Human Resources Management in the Public Sector, No. 3, 283–295

Gowing, Marilyn K., Rodriguez, Donna, Patel, Rita, Bright, Andrea, and Gregory, Donna. Developing Competency Models to Promote Integrated Human Resource Practices, No. 3, 309–324

Gregory, Donna, Gowing, Marilyn K., Rodriguez, Donna, Patel, Rita, and Bright,

Andrea. Developing Competency Models to Promote Integrated Human Resource Practices, No. 3, 309–324

Hausser, Doris, Pollack, Leslie J., Simons, Craig, and Romero, Henry. A Common Language for Classifying and Describing Occupations: The Development, Structure, and Application of the Standard Occupational Classification, No. 3, 297–307

Holtom, Brooks, and Friedman, Ray. The Effects of Network Groups on Minority Employee Turnover Intentions, No. 4, 405–421

Huang, Heh Jason, Napier, Nancy K., and Huo, Y. Paul. Divergence or Convergence: A Cross-National Comparison of Personnel Selection Practices, No. 1, 31–44

Huo, Y. Paul, Huang, Heh Jason, and Napier, Nancy K. Divergence or Convergence: A Cross-National Comparison of Personnel Selection Practices, No. 1, 31–44

Huselid, Mark A. Editor's Note, No. 1, 1, No. 2, 147–148, No. 3, 281, No. 4, 403–404

Jackson, Terence. The Management of People Across Cultures: Valuing People Differently, No. 4, 455–475

Klaas, Brian S., and Feldman, Daniel C. Internet Job Hunting: A Field Study of Applicant Experiences with On-Line Recruiting, No. 2, 175–192

LaPolice, Christelle, Schay, Brigitte W., Beach, Mary Ellen, and Caldwell, Jacqueline A. Using Standardized Outcome Measures in the Federal Government, No. 3, 355–368

Lavigna, Robert J. Best Practices in Public-Sector Human Resources: Wisconsin State Government, No. 3, 369–384

Lee, Mary Dean, MacDermid, Shelley M., Williams, Margaret L., Buck, Michelle L., and Leiba-O'Sullivan, Sharon. Contextual Factors in the Success of Reduced-Load Work Arrangements among Managers and Professionals, No. 2, 209–223

Leiba-O'Sullivan, Sharon, Lee, Mary Dean, MacDermid, Shelley M., Williams, Margaret L., and Buck, Michelle L. Contextual Factors in the Success of Reduced-Load Work Arrangements among Managers and Professionals, No. 2, 209–223

Lindholm, Mary Lou, and Gowing, Marilyn K. Human Resources Management in the Public Sector, No. 3, 283–295

Lindholm, Mary Lou, Whitford, Richard A., Freeman, Stephen E., and O'Leary, Brian S. Selecting the Best and Brightest: Leveraging Human Capital, No. 3, 325–340

Lowe, Kevin B., Geringer, J. Michael, Drost, Ellen A., and Frayne, Colette A. Benchmarking Training and Development Practices: A Multi-Country Comparative Analysis, No. 1, 67–86

Lowe, Kevin B., Milliman, John, De Cieri, Helen, and Dowling, Peter J. International Compensation Practices: A Ten-Country Comparative Analysis, No. 1, 45–66

MacDermid, Shelley M., Williams, Margaret L., Buck, Michelle L., Leiba-O'Sullivan, Sharon, and Lee, Mary Dean. Contextual Factors in the Success of Reduced-Load Work Arrangements among Managers and Professionals, No. 2, 209–223

Milliman, John F., Geringer, J. Michael, and Frayne, Colette A. In Search of "Best Practices" in International Human Resource Management: Research Design and Methodology, No. 1, 5–30

Milliman, John, De Cieri, Helen, Dowling, Peter J., and Lowe, Kevin B. International Compensation Practices: A Ten-Country Comparative Analysis, No. 1, 45–66

Milliman, John, Nason, Stephen, Zhu, Cherrie, and De Cieri, Helen. An Exploratory Assessment of the Purposes of Performance Appraisals in North and Central America and the Pacific Rim, No. 1, 87–102

Mittorp, Klaus D., and Fischer, Heinz.

(continued)

How HR Measures Support Risk Management: The Deutsche Bank Example, No. 4, 477–490

Morrow, Paula C., Richardson, Ray, Dunn, Stephen R., and Coyle-Shapiro, Jacqueline A-M. Using Profit Sharing to Enhance Employee Attitudes: A Longitudinal Examination of the Effects on Trust and Commitment, No. 4, 423–439

Muldrow, Tressie Wright, Buckley, Timothy, and Schay, Brigitte W. Creating High-Performance Organizations in the Public Sector, No. 3, 341–354

Napier, Nancy K., Huo, Y. Paul, and Huang, Heh Jason. Divergence or Convergence: A Cross-National Comparison of Personnel Selection Practices, No. 1, 31–44

Nason, Stephen, Zhu, Cherrie, De Cieri, Helen, and Milliman, John. An Exploratory Assessment of the Purposes of Performance Appraisals in North and Central America and the Pacific Rim, No. 1, 87–102

Neary, D. Bradford D. Creating a Company-Wide, On-Line, Performance Management System: A Case Study and TRW Inc., No. 4, 491–498

O'Leary, Brian S., Lindholm, Mary Lou, Whitford, Richard A., and Freeman, Stephen E. Selecting the Best and Brightest: Leveraging Human Capital, No. 3, 325–340

Patel, Rita, Bright, Andrea, Gregory, Donna, Gowing, Marilyn K., and Rodriguez, Donna. Developing Competency Models to Promote Integrated Human Resource Practices, No. 3, 309–324

Pillai, Rajnandini, Bowen, David E., and Galang, Carmen. The Role of Human Resource Management: An Exploratory Study of Cross-Country Variance, No. 1, 103–122

Pollack, Leslie J., Simons, Craig, Romero, Henry, and Hausser, Doris. A Common Language for Classifying and Describing Occupations: The Development, Structure, and Application of the Standard Occupational Classification, No. 3, 297–307

Richardson, Ray, Dunn, Stephen R., Coyle-Shapiro, Jacqueline A-M., and Morrow, Paula C. Using Profit Sharing to Enhance Employee Attitudes: A Longitudinal Examination of the Effects on Trust and Commitment, No. 4, 423–439

Rodriguez, Donna, Patel, Rita, Bright, Andrea, Gregory, Donna, and Gowing, Marilyn K. Developing Competency Models to Promote Integrated Human Resource Practices, No. 3, 309–324

Romero, Henry, Hausser, Doris, Pollack, Leslie J., and Simons, Craig. A Common Language for Classifying and Describing Occupations: The Development, Structure, and Application of the Standard Occupational Classification, No. 3, 297–307

Rubin, Robert S., Bommer, William H., and Baldwin, Timothy T. Using Extracurricular Activity as an Indicator of Interpersonal Skill: Prudent Evaluation or Recruiting Malpractice, No. 4, 441–454

Rynes, Sara L., Colbert, Amy E., and Brown, Kenneth G. HR Professionals' Beliefs about Effective Human Resource Practices: Correspondence between Research and Practice, No. 2, 149–174

Schay, Brigitte W., Beach, Mary Ellen, Caldwell, Jacqueline A., and LaPolice, Christelle. Using Standardized Outcome Measures in the Federal Government, No. 3, 355–368

Schay, Brigitte W., Muldrow, Tressie Wright, and Buckley, Timothy. Creating High-Performance Organizations in the Public Sector, No. 3, 341–354

Simons, Craig, Romero, Henry, Hausser, Doris, and Pollack, Leslie J. A Common Language for Classifying and Describing Occupations: The Development, Structure, and Application of the Standard Occupational Classification, No. 3, 297–307

Stackhouse, Fagan D. Human Resources Initiatives Support Virginia Beach's

Transformation to a Quality Service System, No. 3, 385–397
Teagarden, Mary B., Von Glinow, Mary Ann, and Drost, Ellen A. Converging on IHRM Best Practices: Lessons Learned from a Globally Distributed Consortium on Theory and Practice, No. 1, 123–140
Varma, Arup. Book Review Editor's Note, No. 2, 271–272
Varma, Arup. Book Review Editor's Note and Book Reviews, No. 1, 141–145
Von Glinow, Mary Ann, Drost, Ellen A., and Teagarden, Mary B. Converging on IHRM Best Practices: Lessons Learned from a Globally Distributed Consortium on Theory and Practice, No. 1, 123–140
Von Glinow, Mary Ann. Guest Editor's Note, No. 1, 3–4
Waldman, David A., Brett, Joan F., and Atwater, Leanne E. Understanding and Optimizing Multisource Feedback, No. 2, 193–208
Whitford, Richard A., Freeman, Stephen E., O'Leary, Brian S., and Lindholm, Mary Lou. Selecting the Best and Brightest: Leveraging Human Capital, No. 3, 325–340
Williams, Margaret L., Buck, Michelle L., Leiba-O'Sullivan, Sharon, Lee, Mary Dean, and MacDermid, Shelley M. Contextual Factors in the Success of Reduced-Load Work Arrangements among Managers and Professionals, No. 2, 209–223
Zhu, Cherrie, De Cieri, Helen, Milliman, John, and Nason, Stephen. An Exploratory Assessment of the Purposes of Performance Appraisals in North and Central America and the Pacific Rim, No. 1, 87–102